



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE

Tuesday, 7 June 2011 at 6.30 pm

PRESENT: Councillor John (Chair), Councillor Butt (Vice-Chair) and Councillors Beswick, Kansagra, Long, Lorber, J Moher and Thomas

Also Present: Councillors Chohan

Apologies were received from: Councillors Brown

1. **Declarations of personal and prejudicial interests**

None declared.

2. **Minutes of the previous meeting**

RESOLVED:-

that the minutes of the previous meeting held on 7 February 2011 be approved as an accurate record of the meeting.

3. **Managing Organisational Change - re-engagement**

Members had before them a report from the Director of Finance and Corporate Services which referred to the Managing Change Policy agreed by this committee on 23 February 2010. The report addressed the concern that employees were made redundant and re-engaged (either directly on a permanent or temporary basis) because it was found that work still needed to be done. It was now suggested that the policy be further amended to provide clarity and consistency for those occasions where there was a need to re-engage staff. The Strategic HR Manager, Gerri Green advised that in preparing the report consideration had been given to best practice in other local authorities.

Members raised questions on the number of re-employment cases, the proposed time period after which reemployment would usually be reconsidered and the procedures that would be in place. Gerri Green responded that since Wave 1 of the council's staffing structure review, only a couple of former staff had been re-engaged and in these incidences had been re-employed through an agency. The proposed time period of usually within three months was considered to be typical and gave a fair employment break. Gerri Green confirmed that the proposals complied with Inland Revenue requirements and the trades unions had been given the opportunity to comment on the revised policy. The question was also raised as

to what would happen if a post was made redundant and declared surplus and it an application be made for re-engagement to the same role. The Strategic HR Manager advised that this had not occurred to date but the Director of Finance and Corporate Services and Assistant Director, Human Resources would challenge any such request and examine the original business case made for redundancy. On the question of equal opportunities, it was noted that former employees re-applying to work with the council had no particular advantage over other applicants as they would be subjected to the same recruitment process as other applicants as would be the case if they were applying to work with another local authority.

Members expressed an interest in receiving information on the extent to which former employees, made redundant were re-employed.

RESOLVED:-

- (i) that Section 8 – Reengagement of Staff – contained in policy attached to the report from the Director of Finance and Corporate Services is approved;
- (ii) that the Assistant Director, Human Resources, be authorised to determine the effective date at which the new Managing Change Policy and Procedure is implemented across the Council;
- (iii) that the Assistant Director, Human Resources, continue to be authorised, after agreement with the Director of Legal and Procurement and then consultation with the relevant trade unions, to amend the Managing Change Policy and Procedure from time to time;
- (iv) that a report be submitted one year after the policy implementation date giving information on the number of staff made redundant that are subsequently re-employed and under what circumstances.

4. **Appointments to Sub-Committees / Outside Bodies**

The committee noted that following the council's Annual meeting in May 2011, it fell to this committee to approve the membership of its sub-committees. Attention was drawn to the existence of the Employees Joint Consultative Committee and the fact that it had not met for a number of years.

RESOLVED:-

that the following appointments sub-committees be approved:-

BRENT PENSION FUND SUB-COMMITTEE (4/2/1)

BACCHUS	Oladapo	Daly
S CHOUDHARY (C)	Denselow	Gladbaum
CRANE	Harrison	Hector
MITCHELL MURRAY	Hirani	Hossain
BROWN	CJ Patel	vacant
HASHMI	CJ Patel	vacant
BM PATEL	HB Patel	Baker

NON-VOTING CO-OPTEES:

*Ashok Patel
George Fraser*

**GENERAL PURPOSES LICENSING SUB-COMMITTEE
(1/1/1)**

LONG (C)	Beswick	Butt
SNEDDON	Clues	Shaw
BM PATEL	HM Patel	Colwill

**SCHOOLS DISCIPLINARY SUB-COMMITTEE
(3/1/1)**

ARNOLD	Jones	Kabir
DALY (VC)	Long	Mashari
HARRISON (C)	Crane	John
CASTLE	Leaman	CJ Patel
HM PATEL	BM Patel	Colwill

**SENIOR STAFF APPOINTMENTS SUB-COMMITTEE
(3/1/1)**

BUTT (VC)	Crane	Powney
JOHN (C)	Beswick	R Moher
JONES	Arnold	J Moher
LEAMAN	Lorber	Brown
KANSAGRA	Colwill	HB Patel

**STAFF APPEALS SUB-COMMITTEE (A)
(3/1/1)**

R MOHER (VC)	Mistry	Naheerathan
MOLONEY	J Moher	Butt
SHETH (C)	McLennan	Mitchell-Murray
CASTLE	Beck	CJ Patel
BM PATEL	Colwill	Baker

**STAFF APPEALS SUB-COMMITTEE (B)
(3/1/1)**

HECTOR	Sheth	Thomas
LONG (VC)	RS Patel	Powney

McLENNAN (C)	Ogunro	Oladapo
CASTLE	Beck	CJ Patel
HM PATEL	BM Patel	Colwill

**EMPLOYEES' JOINT CONSULTATIVE COMMITTEE
(5/2/1)**

LONG	Beswick	Butt
MITCHELL MURRAY	Bacchus	Beckman
J MOHER	Van Kalwala	Kataria
R MOHER	Al-Ebadi	Arnold
MOLONEY	Aden	Adeyeye
HUNTER	vacant	vacant
SNEDDON	vacant	vacant
COLWILL	HB Patel	BM Patel

**TEACHERS' JOINT CONSULTATIVE COMMITTEE
(5/2/1)**

AL-EBADI	Hector	Hirani
ARNOLD (C)	S Choudhary	Oladapo
CHOHAN	John	Jones
HARRISON	Crane	Daly
HOSSAIN	Denselow	Gladbaum
HUNTER	vacant	vacant
SNEDDON	vacant	vacant
HM PATEL	Baker	Colwill

5. Any Other Urgent Business

None.

The meeting closed at 6.20 pm

A JOHN
Chair